

Effective Supervision Course Helps Supervisors Tackle Job Problems



President Roy L. Trusty officially opens the Effective Supervision Program for Group I on October 3. The three-day sessions are held between 8 a.m. and 7 p.m. in the G.O.B.

President Roy L. Trusty oficialmente ta habri un Curso di Supervision Efectivo pa Grupo I Oct. 3. E sesionnan di tres dia ta ser teni entre 8 a.m. y 7 p.m. den Oficina Principal.

A new concept in a supervisory development program was recently introduced in the Effective Supervision Program attended by seventy-two office and plant supervisors. Formerly called the Effective Management Program, this course has now been revised and updated to allow supervisors to better analyze job problems and to become more proficient in handling them through group discussions.

To achieve this, questionnaires were sent out to the participants a few weeks in advance to be used as part of the course. The program was divided into two phases, with a five-week span between Phase I and Phase II. The participants were separated

into three groups of twenty-four supervisors each. Three-day sessions began for Group I on October 3, while Groups II and III followed the sessions during the two consecutive weeks.

During the sessions held in Room 200 A and B in the General Office Building, each group was further split into four teams of six men each to permit members of the same department to discuss and analyze the various topics of the program.

Conducting the Effective Supervision Program are nineteen leaders, each discussing one or more topics. They are: J. R. Carroll (Administrative Process and Management), W. L. Terrell (Job Concepts and Analysis of Authority), R. S. Swingholm (Problem-Solving - Group Process), T. R. Burton (Review of Problem-Solving Methods), F. S. Francis (Communications: one-way vs two-way), R. Farro (Work Meth-

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(Continued on page 3)

Julio F. Curiel Promovi Pa Process Foreman

Efectivo October 1, Julio F. Curiel a bira un Process Foreman den Process-Division HDS. Julio, kende a actua den e puesto aki for di December 1970, tabata un Foreman di warda den Division ya for di Februari 1971.

Julio a cuminza traha na Lago dia 15 September 1948 como Aprendiz Junior D den division di Training den Departamento di Personal. El a hanja encargo di trabao como Aprendiz Senior D na September 1950, den Process-Cracking. El a progresa y a bira Houseman na 1956 y Levelman na 1959. Su promocion pa puesto di Operador Asistente a sigi na anja 1963.

Julio a bai dilanti y a bira Tecnico di Proceso na April 1965, y tabata encarga cu actividadnan di combustion den henter refineria.

Den su tempo liber Julio a tuma varios curso, inclusivo un curso di Contaduria Practico di American Association of Commercial Colleges, cursonan di Accountant Publico-Division 1 & 2 di I.C.S., cual ta inclui Contaduria Practico, General y Avanzá, Contaduria di Costo y Control di Buki, y un curso di Ingles Practico di Career Institute. Na

Lago el a tuma varios curso, manera Laboratorio pa Desaroja Organizacion, Skirbi Carta Efectivo, Skirbi Informe Efectivo, Gerencia Efectivo, Kepner-Tregoe y e Método di Caminda Critico.



J. F. Curiel

Na 1967 el a tuma curso di un luna di Computer DDC na Phoenix, Arizona, y na Februari 1971 el a recibi entrenamiento di computer na sitio pa un unidadnan HDS na Florham Park, New Jersey.

E mes anja ey Julio tabata envolvi den e Proyecto di Consolidacion di Controlhouse pa Refinacion. Ora di start planta HDS-1 e tabata encargá cu skirbi e Manual di Operacion pa unidad V2AR y cu trabao di preparacion pa startmento di e unidad. Durante e tempo cu a sigi startmento di unidad V2AR Ju-

lio a asumi responsabilidad pa operacion di e unidadnan MEA, Scrubber di Fuel Gas, Planta-

Basil Schmidt Dedicates 4 Years To Electronic Engineering Study

Recently Basil Schmidt of Process-Oil Movements, Floating Equipment, completed a correspondence course in Electronic Engineering Technology from the American Institute of Technology of Chicago, Illinois. Upon receipt of his certificate, Basil

was awarded two-thirds of the tuition fee and other expenses related to the course under Lago's Educational Refund Plan. The presentation of the refund check was made by Mario Agunbero, Supervisor-Terminal and Tugs, while Oil Movements Division



Tug Captain Basil Schmidt (center) reselves refund check for completing Electronic Engineering Technology Course from Mario Agunbero, Supervisor-Terminal and Tugs, while Oil Movements Division Supt. Trev Rhydderch looks on.

ARUBA

Esso



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Julio F. Curiel Earns Promotion To Process Foreman October 1st

Effective October 1, 1972, Julio F. Curiel became a Process Foreman in Process-HDS Division. Julio, who has acted in this position since December, 1970, has been a Shift Foreman in the Division since February, 1971.

Julio originally joined Lago on September 15, 1948 as a Junior Apprentice D in the Training Division of the Personnel Department. He was assigned to Process-Cracking as a Senior Apprentice D in September 1950. He progressed to Houseman in 1956 and to Levelman in 1959. His promotion to Assistant Operator followed in 1963.

Julio advanced to Process Technician in April, 1965 and was responsible for combustion activities throughout the refinery.

On his own time, Julio followed several courses, including a course in Practical Accounting from the American Association of Commercial Colleges, Public Accountancy courses-Division 1 & 2 from the I.C.S., including Practical, General and Advanced Accounting, Cost Accounting and Auditing, and a practical English Course from Career Institute. At Lago he followed several courses, such as the Organization Development Lab, Effective Letter Writing, Effective Report Writing, Effective Man-

agement, Kepner-Tregoe and Critical Path Method.

In 1967 he attended a one-month DDC Computer course in Phoenix, Arizona, and in February, 1971 he received onsite computer training for the HDS units at Florham Park, New Jersey.

That same year, Julio was involved in the Refining Control-house Consolidation Project. During the HDS-1 startup, he was charged with writing the Operating Manual for the V2AR and with preparatory work for the startup of that unit. During the post-startup of the V2AR unit, Julio assumed the operating responsibilities for the MEA units, Fuel Gas Scrubber, Sulfur Plants and the Sulfur Handling Facilities of HDS-1.

In his present position of Process Foreman assigned to the Fuels Division, Julio is responsible for Pipestills No. 9 and 10, Middle Distillate Coalescers, Central Pump House, Tar Plant, and the Primary Tar Coolers.

In his free time, Julio likes bowling. A member of Esso Club's Bowling team, Julio has participated in tournaments in Caracas. He and his wife Lucia have one son, Julio Francisco (6), and one daughter, Zelda Emma (4). They live at Pos Chiquito 101.

Julio Curiel Promoví

(Continuá di pagina 1)

nan di azufre, y a facilidadnan pa move zwavel di HDS-1.

Den su puesto actual di Foreman di Proceso encargá cu trabao den Fuels Division, Julio ta responsabel pa Pipestill No. 9 y 10, Coalescencian di Destilato Mediano, Pumhouse Central, Planta di Tar y Friadornan Primario di Tar.

Durante su oranan liber Julio ta gusta hunga bowling. Como miembro di e equipo di bowling di Esso Club, Julio a participa den varios torneonan na Caracas. E y su esposa Lucia tin un yiu homber, Julio Francisco di 6 anja, y un yiu muher Zelda Emma di 4 anja. Nan ta biba na Pos Chiquito 101.

Basil Schmidt Ta Dedicá 4 Anja Na Curso di Ingenieria Electronica

Algun dia pasá Basil Schmidt di Process-Oil Movements, Floating Equipment, a caba un curso di correspondencia di Tecnologia di Ingenieria Electronico di American Institute of Technology di Chicago, Illinois. Ora cu el a recibi su certificado, Basil a worde pagá dos-tercera parti di costo di su lesnan y otro gastonan relacioná cu e curso, bao condicionnan di Lago su plan cu ta rembolsa gastonan educacional. Presentacion di e cheque di reembolso a worde haci door di Mario Agunbero, Supervisor di Terminal & Tugs ariba Diabiernes, 6 di October den presencia di e Superintendente di Division di Oil Movements Trevor Rhydderch.

Basil, kende ta capitan di remolcadornan di Lago, a studia e curso di cuater semester den

mas of menos cuater anja, dedicando un promedio di tres ora di estudio pa dia. E curso ta cubri varios topico.

Basil a gradua di school vocational di Lago na 1954. Den su ora liber el a tuma cursonan di correspondencia den reparación di Radio y TV di National Schools, y un curso di Tecnica Electronico di ICS.

Door di su mes esfuerzonan el a haya certificado di gobierno como machinist di remolcador, y na 1968 el a pasa cu exito e examen di gobierno pa capitan di remolcador. Basil ta planea di tuma den su tempo liber un curso di un anja di Gerencia Industrial.

Na Lago el a tuma un curso di tres dia di e Programa di Supervision Eficaz siman pasá.

Schmidt Completes 4-Year Course

(Continued from page 1)

Tugs on Friday, October 6, in the presence of Oil Movements Division Superintendent Trev Rhydderch.

Basil, who is a captain on Lago's tugs, studied the four-semester course in approximately four years, dedicating an average of three hours of study per day. The course covered such topics as Electronic Fundamentals, Circuit Analysis, Physics, Radio Receiver Technology and Laboratory, Trigonometry, Principles of Television, Differential and Integral Calculus, Transistor Technology and Laboratory, Electronic Engineering Measurements and Computer Technology.

A 1954 Lago Vocational School

graduate, Basil has made studying and self-improvement his hobbies over the years. He has followed correspondence courses in Radio and TV Repair from National Schools, and an Electronic Technician Course from I.C.S. in his spare time. Through his own efforts, he obtained the government license as a tug engineer in 1965, and passed the government examination for tug captain in 1968. Basil's self-improvement program doesn't end with the recent completion of his course. He is currently planning to follow a one-year Industrial Management Course on his own time.

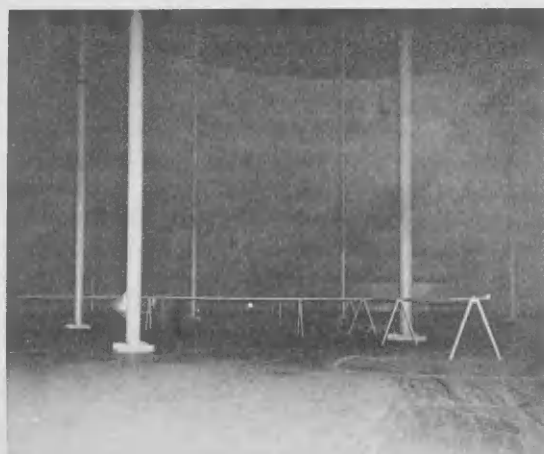
Here at Lago, he attended a three-day Effective Supervision Program last week.



A group of MTS (Secondary Technical School) students receiving their practical training at Lago are here during a visit to the refinery under direction of Sev Luydens (at far left). The students are (l to r): Betico Wever, Thomas Grant, Agustin Dorothaal, Ceferino Felliciana, James Hassell, Alejandro Loefstop and Charles Becker.

Epoxy-Coated Tanks 374 and 574 Assure Top Quality Jet Fuels

On the outside, the new 200,000-barrel tanks 374 and 574 may look like other similar tanks of their size, 150 feet in diameter and 64 feet high. However, they are special in several ways. First of all, these two tanks are being internally provided with a special coating for the bottoms and the shell plates. After sandblasting to "white metal", the inside of the tanks up to the roof has been provided with a white epoxy coating system selected to minimize internal rust formation. This special interior treatment will help assure the storage and supply to customers of top quality kero jet fuels, meeting required millipore color specification.



Interior view of new, epoxy-coated Tank No. 374.

Vista interior di Tanki No. 374 nobo cubri cu pintura di epoxy.

The two tanks also have other improvements, such as concave bottoms, so that any deposits or water will collect in the center and can be drained out of the tank and not mixed with the product. For fire protection, the two tanks will be surrounded by separate fire walls, while foam lines will run to the nearby road outside of the fire walls where a foam pumper can be conveniently and safely connected.

The two tanks also had a long history before their "launching pad" could have been installed, as some 1600 holes had to be drilled for dynamite blasting the hard coral to prepare their foundations. The blasting work started in April this year while work on the tank pads began in May this year.

The interior coating of Tank 374 was completed last week. Tank 574 will be finished soon. Both tanks were built by Chi-

cago Bridge, while the painting job is done by the Aruba Painting Company. The total cost of the two tanks is approximately Fls. 1,200,000. They are part of the Kerosene-Jet Fuel Handling Facilities, which will also include the installation of two additional drums for clay filtering, two for salt drying and two high capacity clay filter feed pumps. The new clay filters and salt driers supplement existing facilities and will allow salt drying and clay filtering of Lago's total kerosene jet fuel production. These new facilities are scheduled to be in service by mid December this year. Total cost of the whole project is \$2,000,000.

The project is under direction of Benni Kock, with Gilberto Maduro, both of Mechanical Engineering, as field engineer. The process design work is handled by Bert de Cuba of the Process Engineering Division.



New Kero-Jet Fuel tanks. (Tankinan nobo pa Kero-Jet Fuels).

Tanki 374, 574 Cubri cu Epoxy Ta Asegura Jet Fuels Superior

Di parti pafor, e tankinan nobo di 200,000 baril number 374 y 574 por parce igual na tankinan similar di nan mes grandura, 150 pia di diametro y 64 pia halto. Pero toch nan ta especial den varios aspecto. Na promer lugar e tankinan aki ta haya na nan parti paden un capa especial pa bom y planchannan di tanki. Despues di sandblast te yega na "metal blancu", parti paden di e tankinan te na dak a haya un capa di epoxy, cual sistema a worde escogí pa haci formacion di frustu mas menos cu ta posibel. E tratamiento especial di nan interior ta yuda sigura wardamento y entrego na clientenan di combustiblenan kero pa jet di calidad di mas halto cu ta posibel, cual ta satisface especificacion millipore di color.

E dos tanki tambe tin otro mehoranan, tal manera bom concave, pa asina cualkier depositamento di awa por keda den centro y por worde sacá for di

e tanki sin mezcla cu e producto. Como proteccion contra candela, e dos tankinan aki ta keda rondoná di murayanan separá contra candela, mientras tubonan cu scuma aden ta core for di caminda cu ta keda cerca di e murayanan contra candela, caminda un truck cu ta pomp scuma por worde poní convenientemente y cu seguridad.

E dos tanki aki tambe tabatin un historia largo promer cu nan fundeshi por a worde instalá, pasobra tabata necesario pa bora 1600 buracu pa bula coral duru cu dinamiet pa asina prepara fundeshinan. Tiramento di dinamiet a cuminsa na April, mientras trabao ariba fundeshi a cuminsa na Mei.

Siman pasá trabao di pone e capa di epoxy na tanki 374 a caba y tanki 574 lo ta cla pronto.

Tur dos tanki a worde trahá door di Chicago Bridge, mientras cu Aruba Painting a haci e trabao di verf. Costo total di e dos tanki ta banda di f.1,200,000. Nan ta parti di e Facilidadnan pa Trata Combustible Kerosin-Jet, cual lo inclui tambe instalacion di dos "drum" adicional pa filtra producto door di klei y dos pa seca salu y tambe dos pomp di gran capacidad. E filtronan nobo di klei y aparatonan pa seca salu ta suplementa facilidadnan actual y lo sirbi pa trata henter produccion di Lago su combustible pa jet. E facilidadnan nobo lo ta na uso militar di December. Costo total di e proyecto ta \$ 2,000,000.

E proyecto ta bao direccion di Benni Kock, cu Gilberto Maduro, tur dos di Mechanical Engineering, como ingeniero na sitio di trabao. Disenjo di proceso ta den man di Bert de Cuba di Division di Ingenieria di Proceso.

Effective Supervision Course

(Continued from page 1)

ods Improvement), D. M. Allen (Communications: Perception), D. T. Hamilton (Company Operations), O. V. Antonette (Communications: Network Analysis & Communicating Management's Point of View), F. R. Astbury (Communications: Effective Discussion), M. Angela (Work Practice Improvements), H. V. Maxwell (Management Practices), C. F. Williams, E. Fingal (Managing Change), C. M. Bateman (Communications: Stereotyping and Non-Verbal), K. L. Weill, C. de Cuba (Labor Relations), D. D. Britten (Work Assignments: Describing Work and Getting Acceptance), B. S. Whitney, J. W.

Hodgson, E. A. Beaujon (Coaching & Orientation) and R. Sanchez of Creole, Amuay (Motivation and Leadership). The program's coordinator Carlos Z. de Cuba of I.R.'s Training Division discussed Feedback on the Effective Supervision Questionnaire and Recess Assignments and Program Review.

The team approach was used throughout this program while the course leaders stressed the main points with visual aids such as films and vu-graphs.

Phase II of the program is scheduled to begin on November 7 for the first group, on November 12 for Group II and on November 21 for Group III.



On the northeast shore, two distinct rock formation levels can be seen, ■ left by the receding sea perhaps millions of years ago. Na costa noordoost, dos nivel distinto di skerpi por ser mira, manera lama ■ baha laga nan quizas millones di anja pasa.



The Hooiberg (at right) ■ believed to be one of the oldest formations on the island.

E Hoolberg (na drechi) segun algun queremento la uno di e formacion mas bleuw di e isla.

Aruba's Geological Origin as Told by Unknown Author

When or how the island called "Aruba" first lifted its mass of coral, diorite rock and sand above the waters of the Caribbean remains largely a matter of conjecture. Some have said that it is a part of the rim of a gigantic volcano and others that it is a mass resting on a pedestal somewhat in mushroom fashion. Geologists who have studied the matter extensively have reached the conclusion that the island is the result of a batholithic action and actually the top of a mountain with numerous diorite boulders left bare after millions of years of soil erosion. This makes it probable that the island is a product of the same mighty travail of nature that gave origin to the Rockies and the Andes.

Geologists also agree that violent subterranean movements have lifted and submerged the island at several widely separated intervals of time. When a well was drilled many years ago near Oranjestad, pieces of palm tree wood were brought up from a depth of 800 feet, indicating that the surface was then at that point much higher above sea level than it is at present. Along the north shore, three distinct shore lines are discernible and in some places five, giving evidence that there have been at least five distinct movements upward.

In different upward movements, which gave the island its present contour, some heights to appear above the rolling seas are such points as Yamanota (617 ft.), Hooiberg (541 ft.) and Alto Vista (236 ft.). Hooiberg is the most conspicuous of these because water, wind, and wea-

ther have given it an inverted cowbell shape that towers prominently above the surrounding terrain. In fact, the town of Santa Cruz, about a mile east from its base, covers ground that is nearly on sea level. The presence of fossils, coral, diorite rock with varying mineral content, and wind and water-carved tunnels and caves on the lesser heights (see picture of Canashito) all display convincing evidence that those were once beneath the surface of the sea.

Aruba is still affected by earth movements. In 1937, for instance, there were two very definite earthquake shocks which, although originating in the Paraguana Peninsula, lifted the island some inches higher above the surface of the surrounding sea.

This lifting is evidenced by the appearance of new shore lines, the drying up of certain old blowholes along the north shore and the opening of new ones among the coral reefs on the south shore, also by the more shallow waters of the lagoons, and by the exposed roots of the mangrove trees that grow along the shores.

The most noticeable of the pre-historic shore lines is that which begins at Punta Basora, the extreme northeastern tip of the island, and runs irregularly northwestward about a half mile from and parallel to the sea. In some places, stone cliffs from 10 to 30 feet high with water carved indentations, caves and tunnels at their bases indicate that mighty waves once beat against them.

At Punta Basora, huge blocks of the rugged, rocky shore line

have toppled toward the sea. At the water's edge, great masses of red and greenish limestone, highly fossilized and indicating the youth of this coastline, may be seen.

Only at the extreme northwestern end of the island does the shore line taper into sandy beaches along the water's edge. A few shifting sand dunes are found along the northern coast near Fontein and east of California near West Punt.

Along the southern shore one also finds further evidence that the island has had several shore lines. This is quite noticeable near the Seroe Colorado Residential Area and near the Spanish Lagoon. A coral reef extending brokenly about a half mile off shore for almost the length of the island provides protected harbors at San Nicolas, Oranjestad and Barcadera, and formerly at Savaneta until the lagoon there began to fill with sand. Because the water outside the reef is from 40 to 60 fathoms deep, ships from all points of the compass can now find anchorage in the splendid harbor that has been developed off San Nicolas by the Lago Refinery.

At the eastern end of the island, caves and water-carved tunnels may be found. In these a phosphate deposit was found indicating that a mineralized sandy beach, well fertilized with guano, existed there centuries ago and was later covered with coral and rock.

Midway of the island on the southern shore is the Spanish Lagoon, which at one time may have extended across a large part of the island through the valley in which the town of San-



The caves at Canashito are probably of millio

E cuebanan na Canashito lambe azotamento di la



A beautiful spot that shows traces of the sea is t

Un sitio bunita cu ta muntra razg

ta Cruz is located. Legend says that it provided safe hiding place for such pirates as Henry Morgan, Blackbeard and others. (At its most inward tip, the Spanish Lagoon in the years around 1900 had a small wharf where schooners used to bring in supplies for the gold smelter operations nearby).

About a mile inland, to the north of the Spanish Lagoon is a large level flat of land which not too many centuries ago was either a large inland lake or actually the bottom of the sea. At the northern side of this bottom



has been beaten and eaten away by the sea in rock formations at Seroe Colorado Point.

E baranca di Cashunti coba y kibra den baranca door di lama na punta di Seroe Colorado.



of the creations of the pounding sea ago.

mente ta uno di e creacionnan di es di anjas pasa.



at some time been in contact with Frenchman's Pass.

ta un tempo en contacto cu lama ta es.

is a pass called "Rooi Frances" (Frenchman's Pass) in which a rather persistent legend relates that several hundred Frenchmen were ambushed and killed during one of the French invasions of the island.

From this Lagoon westward the southern shore line is very little above sea level. At Oranjestad is the "Paardenbaai" (Horses Bay), so named because hundreds of horses were landed there from the Spanish Main for reshipment to Jamaica. Beyond Oranjestad, much of the shore

(Continued on page 6)



The Cashunti rocks west of Boca Prins at some time in the past may have been washed by the sea.

E baranca di Cashunti west di Boca Prins na un tempo den pasado por tabata azota pa lama.

Historia Geologico di Aruba Conta pa Escritor Desconoci

Ki dia y com e isla yamá "Aruba" a lanta pa di promer biaha su masa di coral, baranca di diorito y santo ariba awanan di Mar Caribe lo keda un asunto di suposicion. Algun persona a bisa cu e ta parti di rand di un volcan gigantesco, y otro ta bisa cu e ta un masa cu ta sintá ariba un pedestal algo manera un paddestoel. Geólogonan cu a studia e asunto aki extensivamente a yega na e conclusion cu e isla ta resultado di un accion batolítico, y e ta realmente cumbre di un seroe mientras cantidad di baranca di diorito a keda atras despues di miljonan di anja di erosion di tera. Esaki ta haci cu ta probable cu nos isla ta producto di algun movimiento poderoso di naturaleza, cual a causa origen di Rockies y Andes.

Geólogonan tambe ta di opinion cu movementonan violento bao di tera a hiza y baha e isla na diferente intervalo den pasado. Tempo cu na Playa nan a bora un poz, pidanan di palma a worde sacá for di un profundidad di 800 pia, indicando anto cu superficie e tempo ey tabata na un punto muchu mas halto cu nivel di lama ta awendia. Na costa di nord nos por mira tres distinto linja di costa y den algun lugar hasta cinco, cual ta proba cu tabatin a lo menos cinco distinto movimiento den direccion ariba.

Durante varios movimiento ariba, cual a duna e isla su forma actual, tin algun punto cu ta keda ariba lama manera Yamanota (617 pia), Hooiberg (541 pia) y Alto Vista (236 pia). Hooiberg ta esun mas cu ta cai na bista di esunnan ey, pasobra awa, biento y tempo a duné

forma di un bel boca abao. En realidad, e ciudad di Santa Cruz cu ta keda mas of menos un milla for di su base, ta trahá ariba tera cu ta keda casi na nivel di lama. Presencia di substancianan fosil, coral, baranca diorito cu contenido di varios metal, cu cuebanan cobá door di biento y lama na sitio cu poco haltura (nota e portret di Canashito) tur ta presenta prueba cu algun tempo nan tabata bao di superficie di lama.

Aruba ta afecta ainda door di movementonan di tera. Por ehempel na 1937 tabatin dos tremor masha definí cual, aunque nan origen tabata den peninsula di Paraganá, a hiza e isla algun duim ariba superficie di lama.

E hizamento ey ta probá door di apariencia di algun linja nobo di costa, algun buracu cu tabata supla awa na costa Nord a seca, y algun nobo a keda habrí na costa Sur entre e rifnan di coral, tambe awanan di lagunanan a bira menos hundo, y raiznan di mata di mangel ta sali mas afor.

E linja mas notable di costa prehistorico ta esun cu ta cuminsa na Punta Basora, e punto Noreste mas extremo di e isla y cu ta core irregularmente pa Noroeste. Den cierto lugar barancanan di piedra 10 te 30 pia haltu cu sitionan cobá door di lama, cuebanan y tunelnan na nan base ta indica cu algun tempo olanan fuerte a bati contra nan.

Na Punta Basora blokkinan gigantesco di costa bruto y di baranca a cai den lama. Na rand di lama nos por observa masanan grandi di piedra di kalki corá y berde, basta fosili-

zá, cu ta duna indicacion com jong a linja di costa aki ta.

Solamente na e punto extremo noroeste di e isla e costa ta bira smal y ta caba na playanan di santu na canto di lama. Algun cerito di santu nos ta haya na costa Nord den vecindario di Fontein y banda di California na West Punt.

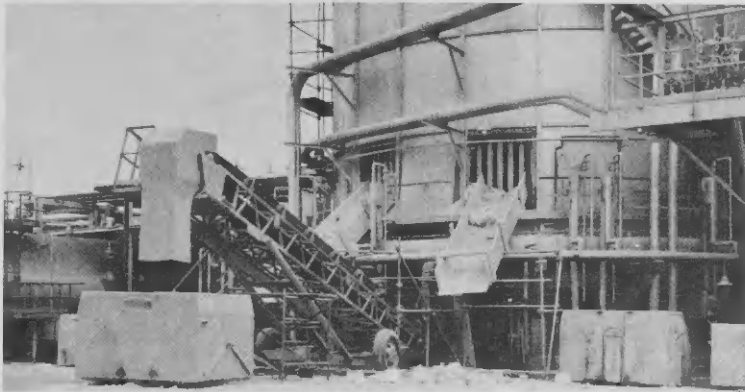
Tambe na costa pa zuid un observador lo haya mas prueba cu e isla tabatin varios linja di costa. Por observa esey claramente banda di Seroe Colorado den e parti residencial y banda di Spaans Lagoen. Un rif di coral cu varios intercepcion kibrá ta keda mei milla pafor di costa na casi henter largura di e isla, y e ta duna proteccion na hafnan di San Nicolas, Playa y Barcadera, y anteriormente na Savaneta te cu lagoen eynan a cuminsa yena cu santu. Pasobra lama pafor di rif ta 240 te 360 pia hundu, barcunan di tur parti di mundo por ancla den e haf excelente cual refineria di Lago a desaroya na San Nicolas.

Na e punto mas pariba di e isla nos ta haya cuebanan y tunelnan cual lama a coba. Den nan nos ta haya deposito di fosfato, cu ta duna indicacion cu algun tempo un playa di santu mineralizá, bon fertilizá cu guano, tabata existi eynan hopi siglo pasá.

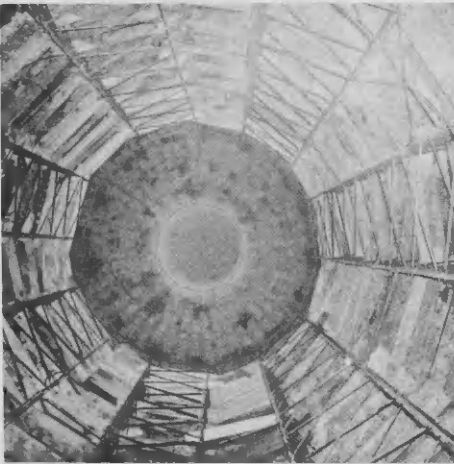
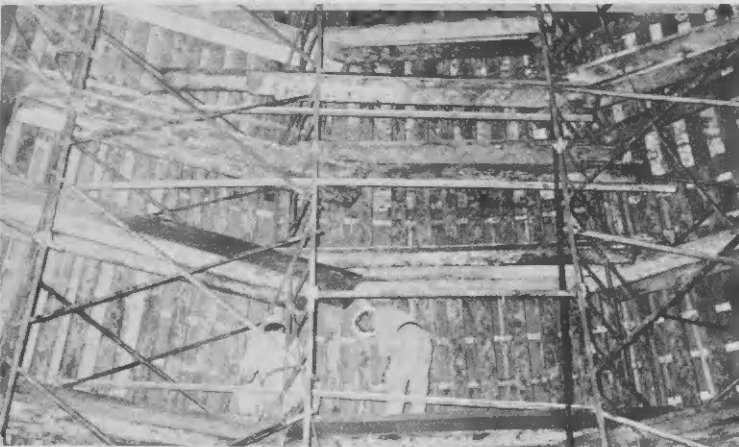
Meimei di e isla na e parti zuid di costa ta keda Spaans Lagoen, cual algun tempo por a extende ariba un gran parti di e isla door di e valle caminda Santa Cruz ta keda. Leyenda ta conta cu a tabata duna un lugar seguro di sconde pa Henry Morgan, Barba Pretu y otronan.

Mas of menos un milla paden (Continuá na pagina 7)

M & C Tradesmen Do Major Surgery On Some Parts of Pipestill No. 7



Removing fire bricks and insulation from furnace.
Sakando ladrillon y insulacion for di forno.



New easy to build and flexible to use scaffolds all around inside the 80-ft. high furnace assure stability and safety.

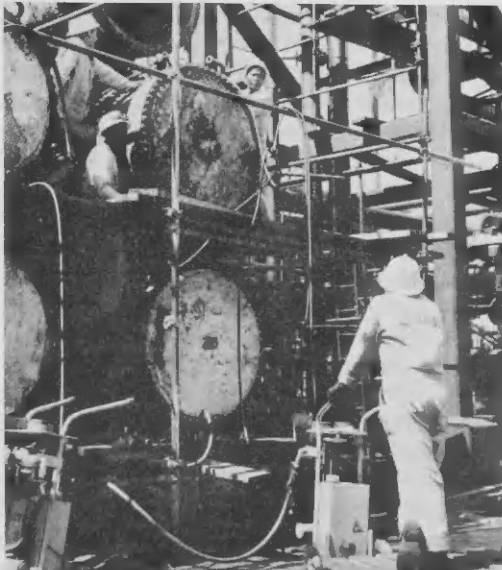


Stelashi nobo facil pa pone y flexible pa usa ta tur rond den interior di forno 80 pia halto pa asegura estabilidad y seguridad.

A new tool M&C tradesmen use here is a hydraulic bolt tensioner (top), with pressure control device, below.



Un herment nobo cu M&C tradesmen ta usa aki ta un "hydraulic bolt tensioner" (ariba), cu aparato di control di presion, abao.



Since September 25th and continuing for several weeks, the tradesmen of Mechanical's Maintenance & Construction Division are tackling Pipestill No. 7 in a major "mechanical operation" to put the unit back in top shape. The turnaround work comprises cleaning and repairing of several towers and nearly 30 condenser and exchanger tube bundles, repairs to piping, valves and pumps and other maintenance work. It involves all the skills of M&C, both in the unit area and in the Central Shops.

But one of the major work includes a "surgery" to the 90-ft. high, 40-ft. diameter cylindrical furnace of the pipestill. The M&C employees had to clean the internals of the furnace and remove some 150 tons of insulation and fire bricks which lined the furnace wall. Then follows the installation of a new wall using a new procedure at Lago. This involves the pumping in of an 80-ft. high, 6-inch thick lining in the furnace using a special high temperature insulating refractory. This refractory is a quick-drying material resembling white cement which is prepared in a special mixer and is pumped into place through a 2-inch hose and nozzle against a complex form. This form will be left in place and will be consumed in the furnace during the "curing" period. The new technique used for the wall construction was jointly developed by the Joseph McCollum Company of Houston, Texas, and Lago per-

sonnel. The pouring of the lining is handled by M&C forces, under the direction of four technicians of this U.S. company, and all forming was handled by M&C.

The M&C tradesmen this time are trying a special tool, a hydraulic bolt tensioner, to tighten the bolts on the heads of the tar crude exchangers to help prevent leaks. This device can be used to pull or tension up to four studs hydraulically up to a pre-determined stress level, after which the nuts can be tightened by hand. By using two to four units, the exchanger's bolted connections will be evenly tensioned and the leakage tendency will be reduced. At the crude exchangers hydraulic pressures up to 7000 lbs. are used which will give permanent tension of approximately 45,000 pounds per square inch on the studs.

To expedite the work, more than one hundred M&C men and fourteen supervisors are assigned to the turnaround, with some groups working the dark shifts as well. The overall job is in charge of the Turnaround Zone, under direction of Zone Supervisor Luis Anjie and some twelve Mechanical supervisors. Planner Luis Giel prepared the preliminary plans and Critical Path Plan and is also doing the daily planning.

With the turnaround completed, Pipestill No. 7 will be able to resume the process of some 100,000 barrels of crude a day.

Geological Origin

(Continued from page 4)

line provides safe beaches for swimming and for the beaching boats.

On the extreme northwestern tip at Arashi (West Punt) stands a lighthouse to guide vessels from all around the globe which pass by or stop at Aruba. Here at Arashi many beautiful shells, large pieces of coral and other specimens of deep sea life may be found. (This is a protected sea area under the care of the National Park Foundation).

Thus approximately 12° above the equator and twenty miles off

the shores of the Paraguana Peninsula, at 70°3'20" WL and 12°27'25" NL lies the island of ARUBA, approximately 19.6 miles long from tip to tip and 8 miles at its widest point. In an airplane, one can easily obtain a bird's eye view of its approximately 70 square miles of surface, a view which is deceptive because the island appears somewhat barren and uninviting from the sky. Yet within its shores live peoples from many different races and places and an exuberant spirit of hospitality soon impresses itself upon the visitor to Aruba: "The Golden Gem of the Caribbean".

Artesanos di M&C Ta Haci Cirugia Mayor Ariba Parti di Pipestill No. 7

Desde September 25 y continuando durante varios siman, artesanonan di Division di Mantenion y Construcion di Mechanical ta atendiendo un trabao ariba Pipestill No. 7 den un "operacion mecanico" grandi pa pone ■ unidad atrobe den su mehor condicion. E obranan di reparacion ta consisti di limpia y drecha varios columnanan y casi 30 set di tuberia di condensador y "exchangers", drecha tubonan, valvenan y pompnan y tambe otro trabao di mantenion. E trabao aki ta requeri tur habilidadnan di M&C, tanto na ■ sitio di e unidad como tambe den Central Shops.

Pero un di e trabaonan grandi ta inclui "cirugia" ariba ■ fogon rondo di e pipestill, cu ta 90 pia halto y cu un diametro di 40 pia. Empleadonan di M&C mester a limpia interior di e fogon, y kita mas cu 150 tonelada di insulacion y ladrillos cual tabata fura muraya di e fogon. Despues a sigi instalacion di un muraya nobo, segun un procedimiento cu ta nobo na Lago. E trabao aki ta envolbe pumpmento di un furu 80 pia halto y 6 duim dikí den ■ fogon, usando un substancia refractorio di insulacion cu ta wanta temperatura halto. E substancia refractorio aki ta un material cu ta seca liher parciendo cement blancu, y cu ta worde prepará den un mezclador especial pa despues worde gepomp na su lugar pa medio di un hose den un formaleta complicá. E formaleta aki ta keda den e fogon, y ■ ta worde kimá durante e periodo

inicial. E tecnica nobo aki usá pa traha muraya a worde desaroyá conhuntamente door di Joseph McCollum Company, di Houston, Texas, y empleadonan di Lago. Bashamento di e furu ta worde haci door di trahadornan di M&C, bao direccion di cuater técnico di ■ compania Americano, mientras M&C a prepara tur ■ formaletanan.

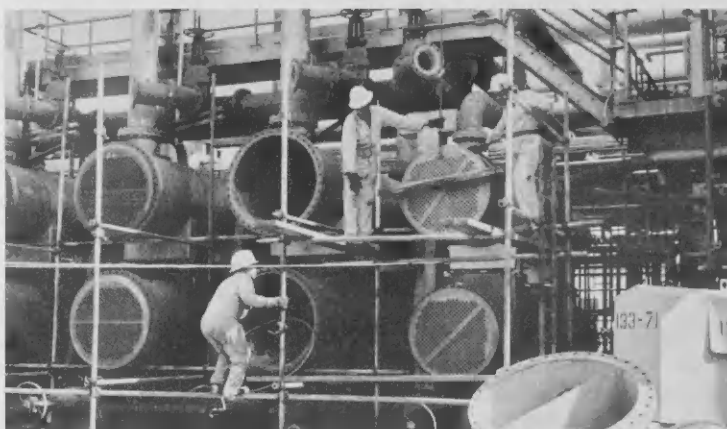
E biaha aki artesanonan di M&C ta probando un herment especial, un tensionador hidraulico pa bolt, cual ta preta boltnan riba cabez di exchanger di Tar Crude pa evita lekmento. E herment aki por worde usá pa ranca, of pone tension ariba te na cuater bolt hidraulicamente, te na un tension predeterminá, y despues e notnan por worde pretá na man. Door di usa cuater unidad, ■ boltnan di e coneccionnan di e exchanger ta keda ahustá igualmente y tendencia di lek ta worde reducí. Den e exchangernan di crudo nan ta usa presionnan hidraulica te 7000 liber.

Pa haci ■ trabao mas rapidamente, mas cu cien homber di M&C - 14 supervisor ta encargá cu e reparacion mientras algun grupo ta traha warda. E trabao ta na encargo di Turn-around Zone, bao direccion di Zone Supervisor Luis Anjie. Planeador Luis Giel ta prepara e plannan preliminarario y Critical Path Plan, y tambe ■ ta haci planeamento diario.

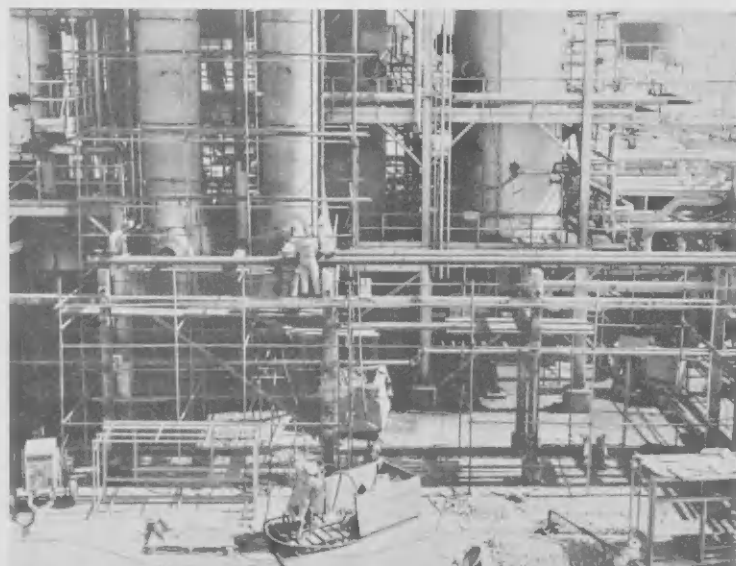
Ora cu e reparacion keda cla, Pipestill No. 7 por cuminsa atrobe destilando 100,000 bari di crudo pa dia.



Special mixer to prepare refractory mortar to build wall. Un mezclador special pa prepara mezcla pa basha muraya.



Installing tube bundles in crude exchangers.



Using scaffolds, M&C tradesmen work at various levels. Usando stelashi, artesanos di M&C ta traha na varios nivel.

Origen Geologico

(Continuá di pagina 5)
di tera, pa nord di Spaans Lagoen tin un tereno grandi plat cual no muchu siglo pasá por tabata un lago interior of kizas fondo di lama. Na parti Nord di e sitio ey tin un pasada yamá Rooi Frances, den cual segun un leyenda ta conta cu varios cien Frances a cai den trampa y a worde matá durante un di e invasionnan door di Francesnan.

For di e lagoen ey, bayendo pabao, costa ta masha poco ariba nivel di lama. Na Oranjestad tin Paardenbaai yamá asina pasobra algun cien cabai a worde bahá na cien eynan for di costa ocupá door di Spanjónan, pa despues worde barcá pa Jamaica. Mas west di Oranjestad, hopi di ■ costa ta presenta playanan seguro caminda hende por landa y pone botnan di piscador.

Na e punta extremo noordwest banda di Arashi (West Punt) tin un faro cu ta muestra caminda na barcanan cu ta bini di tur parti di mundo y ta pasa

Aruba of ta drenta su hafnan. Ey na Arashi tin hopi bunita cocolishi, pidanan grandi di coral y otro pruebanan di bida den lama hundu. (Esaki ta un seccion di laman protegi, bao cuida di e Fundacion di Parquenacion Nacional).

Y asina na un posicion 12° ariba ecuador y binti milla banda di costa di Paraguana, na un sitio 70°30'20" di longitud Oeste y 12°27'25" latitud Nord ta keda ■ isla ARUBA. Su largura di punta pa punta ta mas of menos 19.6 milla, y 6 milla na e punta mas hancho. For di un avion hende por mira facilmente for di ariba su 70 milla cuadrá di superficie, pero ta un bista deceptivo pasobra e isla ta parce poco secu y for di aire ■ no ta atractivo. Pero dentro di su costanan ta biba pueblonan di hopi diferente raza y distinto lugarnan cu tin un espiritu grandi di hospitalidad cu mes ora ta impresioná bishitantes na isla di Aruba: "E Perla den Mar Caribe."



The statue in honor of Jan Hendrik Albert (Henny) Eman was unveiled October 17, 1972, on the fifteenth anniversary of his death. Henny was born in Aruba on August 7, 1887 and died on October 17, 1957. The statue is located on Henny Eman Plaza, east of the Island Government Building and facing the Oranjestad Harbor, one of the projects realized for Aruba. The Eman Wharf is named after him. Henny's political career began in 1921 when he became member of the Aruba Police Council. He had been a member of the Antillean Legislative Council from 1941 until his death and served as a representative of Aruba for more than thirty years. He is the founder and was leader of the AVP (Aruba People's Party). Some projects he realized include the Oranjestad Harbor, the airport, roads, schools and the first water plant. Henny was the first and foremost fighter for Aruba's independence since 1946. In 1924, Henny along with pilot Captain J. R. Beaujon drew attention of Captain Rodger on the favorable location of San Nicolas Bay as a harbor.

E estatua na honor di Jan Hendrik Albert (Henny) Eman a ser desvela October 17, 1972, ariba di 15 aniversario di su morto. Henny Eman a nace na Aruba ariba Augustus 7, 1887 y a muri October 17, 1957. E estatua ta situa ariba Henny Eman Plaza, pariba di Oficina di Gobierno Insular cu vista pa Haaf di Oranjestad, uno di e proyectos cu el a realiza pa Aruba. Eman kende ta carga su number. Henny su carera politica a cuminsa na 1921 tempo cu el a bira miembro di Politieraad di Aruba. El tabata miembro di Staten for di 1941 te na su morto y a sirbi como representante di pueblo pa mas cu trinta anja. El ta fundador y tabata lider di AVP. Algun proyecto cu el a realiza ta inclui Haaf di Oranjestad, aeropuerto, caminanan, schoolnan y e promer planta di awa. Henny ta e promer luchador na destaca pa Aruba su independencia desde 1946. Na 1924, Henny hunto cu loods Captan J. R. Beaujon a hala atencion di Captain Rodger ariba e sitio favorable di San Nicolas Bay como un haaf.

Curso di Supervision Efectivo Ta Yuda Supervisores Trata Problemas

Un concepto nobo den desarrollo di supervision a worde introduci recientemente den forma di un Programa di Supervision Efectivo, na cual setentidos supervisor di oficina y planta ta participa. Su number anterior tabata Programa di Gerencia Efectivo, pero awor e curso a worde revisa y poni al dia, pa permiti supervisornan analisa problemanan di trabao mehor y bira mas habil pa trata cu tal problemanan pa medio di discusion door di gruponan.

Cu intencion di alcanza esey, listanan di pregunta a worde manda na e participantenan algun siman adelanta pa usa nan como parti di e curso. E pro-

grama ta parti den dos fase, cu cinco siman entre fase I y fase II. E participantenan a keda separa den tres grupo di binticuater supervisor cada un. Sesionnan cu a dura tres dia a cuminsa pa Grupo I October 3, mientras gruponan II y III a sigui e sesionnan durante dos siman consecutivo.

Durante e sesionnan cual a tuma lugar den Oficina 200 A y B den Oficina Principal, cada grupo ademas a keda parti den cuater team di seis persona cada un, pa asina permiti miembronan di e mes departamento discuti y analisa e varios topiconan di e programa.

Diezinuebe lider ta conduci e



The statue of Henny Eman was unveiled by his granddaughter Sandra Eman.



E estatua di Henny Eman a ser desvela door di su nieta Sandra Eman.



President of the Henny Eman Statue Foundation Jozef L. Wever addressing audience, at left. At right, F. J. Eman, eldest son of Henny Eman, expresses thanks on behalf of the Eman family. President di Stichting Standbeeld Henny Eman Jozef L. Wever na palabra, na robes. Na drechi, F. J. Eman, yiu mayor di Henny Eman, ta expresa gratitud na nomber di Familia Eman.

Programa di Supervision Efectivo, y cada un ta discuti un of mas topico. Nan ta: J. R. Carroll (Proceso Administrativo y Gerencia), W. L. Terrell (Conceptonan di Trabao y Analisis di Autoridad), R. S. Swingholm (Soluciona Problemanan - Proceso di Grupo), T. R. Burton (Revista di metodonan pa soluciona problema), F. S. Francis (Comunicacion: un direccion compará cu dos direccion), R. Farro (Mehoramento di Metodonan di Trabao), D. M. Allen (Comunicacion: Percepcion), D. R. Hamilton (Operacionnan di Compania), O. V. Antonette, (Comunicacion: Analisis di Red y Com ta Comunica Punto di Vista di Gerencia), F. R. Astbury (Comunicacion: Discusion Efectivo), M. Angela (Mehora di Practicanan di Trabao), H. V. Mowell (Practicanan di Gerencia), C. F. Williams, E. Fingal (Com ta atende cu Cambionan), C. M. Bateman (Comunicacion: Stereotipico y No-Verbal), K. L. Weill,

C. de Cuba (Relacionnan Laboral), D. D. Britten (Encargonan di Trabao: Com ta describi trabao y Recibi Aceptacion), B. S. Whitney, J. W. Hodgson, E. A. Beaujon (Duna Direccion y Orientacion), y R. Sanchez di Creole, Amuay (Motivacion y Liderato). E coordinador di e programa, Carlos Z. de Cuba di Seccion di Entrenamento di IR, a discuti Intercambio di Informacion riba e formulario cu preguntanan tocante Supervision Efectivo, y Encargonan di Trabao y Revista di e Programa.

Durante henter e programanan a usa sistema di gruponan, mientras e dirigentenan di e curso a pone enfasis ariba e puntonan principal cu ayudonan visual, manera pelicula y vugraphs.

Fecha pa cuminzamento di Fase II ta November 7 pa e promer grupo, y November 12 pa Grupo II y November 21 pa grupo III.